



Temple Sinai 2023 Annual Meeting May 24, 2023 [hybrid] in person and via Zoom

Call to order: With a quorum of the congregation present, the meeting was called to order at 7:30 p.m. Temple President, Marcie Solomon, gave a welcome and opening remarks, followed by a prayer from the clergy team, Senior Rabbi Jonathan Roos, Rabbi Hannah Goldstein, Rabbi Noah Diamondstein and Senior Cantor Laura Croen in support of our congregation and community.

ANNUAL CONGREGATIONAL MEETING:

Standard Business:

- **Presentation and Approval of Parliamentary Rules:** A presentation of the Parliamentary Rules was provided by Parliamentarian, D. Jean Veta, with an explanation regarding the meeting logistics that is held in a hybrid format [in person and virtually on Zoom] and regarding the technology that allows for public discussion and the taking of votes both in-person and electronically. This method of conducting the proceedings is consistent with and in the spirit of the Roberts Rules and the Temple By-laws. A motion to approve the Special Rules of Order was approved upon two thirds vote of those in attendance [in person and by Zoom].
- **Review and Approval of Minutes of the 2022 Annual Meeting:** Temple Sinai Secretary, Laura Steel, presented the Minutes of the 2022 Annual Meeting, which were approved upon motion by in-person and electronic voting.

Reports:

- **President's Report:** Temple Sinai President Marcie Solomon presented her Report, summarizing the events of FY 2022, including her personal thoughts about Temple Sinai as a vibrant, resilient, and thriving community as we have emerged from a once-in-a-century pandemic. She discussed the profound impact of the COVID pandemic on various aspects of Temple life and provided a summary of plans for the future, including the revenue and deficit challenges that will be addressed in the future update to the Strategic Plan. In addition, Marcie mentioned the pandemic's impact on the renovation project, that the Capital Campaign is expected to wind down by the end of 2023, and that fundraising is well on the way to meeting the Temple's revised goal. A prominent and far-reaching development is Rabbi Roos' commitment to a long-term extension of his service as Senior Rabbi, which will provide important continuity, stability and strength, particularly as we are also transitioning from 29 years of a musical world led by Cantor Croen to the next one to be developed under the leadership of incoming Senior Cantor Rachel Rhodes. Marcie also recognized the

invaluable contributions of the extraordinary clergy team, Temple staff, and the engaged and invested member volunteers.

- **Clergy Report:** Senior Rabbi Jonathan Roos provided the Clergy's Report. After providing a teaching from *B'reshith* (בְּרֵאשִׁית), Rabbi Roos summarized the myriad activities occurring at the synagogue in terms of ritual life, celebration, social action and learning, showing that Temple Sinai is a vibrant and engaged community. Rabbi Roos also extended deepest appreciation to the entire clergy and staff teams, including both our longstanding and beloved Cantorial Soloist Robyn Helzner and Senior Cantor Laura Croen, who will be retiring as of June 30, 2023. He also marked a transition among our board leaders, with heartfelt thanks to outgoing President Marcie Solomon and a welcome to our new president, Ken Jaffe, who has been an important leader in many capacities over the past years. Rabbi Roos also extended deepest gratitude to Andrew Engel and Naomi Camper, Co-Chairs of the Capital Campaign for their tireless work over the past five years, along with the other volunteer members of our community.
- **Executive VP/Financial Report:** Ken Jaffe, Executive Vice President and Chair of the Finance Committee, presented and summarized the Financial Report, including the work of the Finance Committee and the Budget Subcommittee. Ken provided a summary of the 2022-2023 financial results. He explained that, while the Temple's financial results improved significantly on budget projections, operating expenses will nevertheless exceed operating revenues by approximately \$235,000, which will, in accordance with Temple policy, be released from the Surplus Fund to balance the operating budget. Actual results were better than budget projections due to cost savings in a number of areas: member commitment income meeting budget; annual fund revenues exceeding budget; and interest income doing substantially better than expected due to higher interest rates and improved cash management. Taking the long-term view, Ken advises that the Temple is in a very strong financial position with approximately \$9.5 million in liquid assets.
- **Annual Report:** Marsha Shaines, Chair of the Strategic Planning Committee, discussed this year's Annual Report and the wide range of activities that are informed by our core values. The Annual Report focuses on the activities of Committees & Affiliates, the Nursery School, Religious School and Youth Education, the Honor Our Heritage, Build Our Future Campaign, The Davis Center for Social Justice, Sinai House, a Financial Overview, Appreciating Our Donors and Volunteer Opportunities. The Annual Report was mailed to the entire congregation and is also available on the Temple's website. Marsha also discussed that efforts are currently underway to begin to update the Strategic Plan.

Other Business:

- **Capital Campaign and Renovation Report:** Naomi Camper and Andrew Engel, Co-Chairs of the Capital Campaign Committee and Ken Jaffe, Chair of the Finance Committee summarized FY 2022 developments: the important work of the Davis Center for Social Justice; the renovation and expansion of the building and grounds; the sustaining fund to support clergy; Capital Campaign goals and fundraising which have, to date, raised almost \$11 million in pledges from 540 different donors and 486 current Temple families, which is about 42% of our congregation. With Phase 2 of the Temple renovation well underway, we have made substantial progress on the construction of the new 9500 square foot South Addition. At present, the building project is expected to be substantially completed by mid-September 2023, although the schedule is tight and the project is developing plans to assure availability of access through the new entrance even if other work is still going on. Inflation and the necessary phasing of the project due to the pandemic have raised the budget for the second phase of the project to \$10.6 million. While the Temple is evaluating options to modify its existing financing to finance the gap between the amount raised so far and the overall costs of the project, the Capital Campaign Committee will be working hard to reach the final goal so as to minimize the amount that must be financed. Naomi and Andrew also discussed plans to close the Capital Campaign by the end of 2023, with the aim of reaching our fundraising goals and inspiring those member families who have not yet participated. The final phase of the campaign, which will coincide with the High Holidays, echoes the theme of the *Nei'lah* Yom Kippur service – “The Doors to our new Building are Opening; The Gates of the Campaign are Closing” – to communicate a sense of urgency and spirituality as the fundraising comes to a conclusion.
- **Member Recognition:** Rabbi Roos extended congratulations and a gift to those who have been members for 50 years: Rosalind “Bobbie” Neuman. Rabbi Roos also acknowledged the memory and the recent passing of long-standing members, Monroe Neuman, and Al and Mary Leopold.
- **Outgoing Officers, Trustees, Committee Chairs and Affiliate Presidents:** Our gratitude and appreciation goes to the following members who have served the congregation in volunteer roles essential for guiding and fulfilling the mission and vision of Temple Sinai. We appreciate their dedication and commitment to our sacred community: outgoing President Marcie Solomon, as well as outgoing board members Michael Baratz, Lori Berman, Nancy Golding, Debbie Rappaport, Deitra Reiser and Regina Ziegler. We also extend our thanks to outgoing committee chairs: TSWJ Co-President Ellen Croog, Multiracial Sinai Co-Chair Cathy Goldwyn, Finance Committee Chair Ken Jaffe, TSWJ Co-President Audrey Kramer, Nominating Committee Chair Deborah

Lewis, Sinaites President Andrew Ludwin, Multiracial Sinai Co-Chair Deitra Reiser, Music Committee Co-Chair Myra Weinberg, and Nursery School Committee Chair Katie Joselow.

- **New Committee and Affiliate Chairs:** We also welcome and thank members as they have agreed to assume new volunteer leadership positions in the coming year: Carole Brand, Music Committee Co-Chair; Glenn Engelmann, Finance Committee Chair; Sally Greenberg and Cara Jablon, TSWJ Co-Presidents; Candace Kaller, Art & Design Committee Chair; Marcie Solomon, Nominating Committee Chair; Bob Snyder, Committee for Israel Engagement and Social Justice Chair; and Dora Chen and Steve Metalitz, Multi-Racial Sinai Committee Co-Chairs.

Executive Session: Confidential and personnel matters were discussed in Executive Session. The Congregation, upon motion(s), voted by in-person and electronic voting to approve the proposed contracts for: Hannah Goldstein in the continuing role of Rabbi; Rachel Rhodes in the new role of Senior Cantor; and Noah Diamondstein in the role of Associate Rabbi.

Action Items:

- **Election of Trustees, Officers and Nominating Committee for 2023-2024:** Deborah Lewis, Past President and Nominating Committee Chair, provided an overview of the work of the Committee and presented the slate of nominees, which is available on the Temple's website. Upon motion and vote of those present [in person and via Zoom], the motion to approve the nomination of Trustees, Officers and Nominating Committee carried.
- **Review and Approval of Budget for 2023-2024:** Ken Jaffe, in his role as Executive Vice President and Chair of the Finance Committee, provided an overview of the proposed budget for 2023-2024, which is available on the Temple's website.

The proposed Operating Budget is balanced and both revenues and expenses are projected to total \$6,576,188. Despite high overall inflation, which has affected operations, this represents an increase of only 0.3% in the Temple's operating expenses. This figure includes both costs and revenues for the Nursery School and the Religious School as part of the overall Temple budget. The budgeted revenues include \$290,989 transferred from the Surplus Fund.

The Report includes certain key revenue assumptions, including: an increase of 1.5% in membership commitment (consistent with the pledge table of 5.8% tracking inflation); increased revenue of \$578,812 from the Religious School (as enrollment continues to recover and with slightly higher projected expenses of \$752,679); reduction in

revenues of \$1,259,010 from the Nursery School (which reflects expenses of \$1,299,010, and a transfer of \$75,000 from the Nursery School Fund to cover a portion of this budget shortfall, with over \$260,000 remaining in the fund after this transfer); \$240,000 in revenues from the Annual Fund contributions; a release of \$179,635 from the Endowment Fund for operating expenses (calculated by taking 4% of the December 31st average balance in the endowment for the last three years, in keeping with Temple policy); two transfers from the Sustaining Fund to support Temple operations (\$150,843 for pastoral care and for our clergy and a second transfer of \$81,000 to support the Davis Center for Social Justice); additional security fee revenues of \$136,120 (approved by the Board of Trustees to defray a portion the increased costs for safety and security personnel based on a fee assessed on all member households and all non-member families with students in the Nursery School or Religious School); and a transfer of \$290,989 from the Surplus Fund to balance the budget in line with established policy (which will leave a total projected balance in the fund of \$1,696,200 at the end of 2022-2023).

The key expense assumptions included are for: labor and personnel costs that account for 76% of the budget and an expected 4.2% Cost-of-Living Allowance (“COLA”) increase for all permanent clergy and staff, excluding those for whom we have new contracts and therefore new salaries budgeted; a conservative 7% increase in health and other insurance benefits; increased security costs of \$125,450 for armed contract security to supplement the Temple’s safety team for worship services and certain programs and when students are in the building; increased usage costs for building operations including our new South Addition space, increased utility costs, and anticipated higher costs due to inflation.

The Capital and Building Maintenance Budgets: In 2023-2024, we are planning \$100,000 for debt service, \$653,542 in project costs, and an increase to reserves of \$10,000, for a total of \$851,542. While this is a substantial increase over the current year, the total includes \$244,440 for projects that were approved in prior years, but not completed. Some of the projects for next year include an upgrade to fluorescent lighting to increase energy efficiency, playground landscaping, security system improvements, and website design.

After an opportunity for questions and comments, the proposed budget for 2023-2024 was approved upon motion and vote of the majority of members present [in person and via Zoom].

After the presentation of the Reports and Action Items, incoming President Ken Jaffe gave closing remarks.



Other Business: There was no other business.

Adjourn: Upon motion, the meeting was adjourned at 9:14 p.m.

Respectfully submitted, Laura Steel, Secretary